

**US DEPARTMENT OF TRANSPORTATION
TRANSPORTATION SECURITY ADMINISTRATION
INTERIM HUMAN RESOURCE MANAGEMENT POLICY**

HRM LETTER 300-5

DATE: May 31, 2002

**SUBJECT: Interim HR Guidance on Exception to Maximum Entry Age for TSA Law
Enforcement Officers**

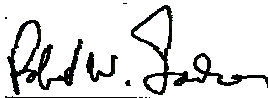
1. General

It is the policy of the Department of Transportation to recognize the need to maintain a young and vigorous work force in physically arduous law enforcement positions. In keeping with that policy, the Department determined that in order for an individual to be initially appointed to a law enforcement position covered by the special retirement provisions of Title 5, United States Code, the individual must be under the age of 37.

2. Exceptions to the Maximum Entry Age on Original Appointment

Exceptions to the maximum entry age policy are allowed in rare situations involving especially qualified individuals, the unique needs of an operating administration, or where documented skills shortages arise in specific law enforcement positions or in certain areas of the country. In such cases, the day immediately preceding an individual's 40th birthday will be the last date for original appointment.

On February 27, 2002, the Secretary of Transportation delegated Heads of Operating Administrations, or their designees, the authority to grant exceptions to the Department's Law Enforcement Officer maximum entry age. As the result of TSA's urgent need to hire experienced professionals in law enforcement positions, a decision has been made to temporarily apply the exception to all such positions within TSA.



Associate Under Secretary for
Finance and Administration

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